

HOUSE BILL No. 1619

DIGEST OF INTRODUCED BILL

Citations Affected: None (noncode).

Synopsis: Study of wage disparities. Establishes the equal pay committee appointed by the commissioner of labor. Requires the committee to study the extent, causes, and consequences of wage disparities and to make proposals for corrective action. Requires a report to the commissioner and the governor.

Effective: Upon passage.

Lawson L, Scholer, Welch

January 16, 2003, read first time and referred to Committee on Labor and Employment.

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First Regular Session 113th General Assembly (2003)

PRINTING CODE. Amendments: Whenever an existing statute (or a section of the Indiana Constitution) is being amended, the text of the existing provision will appear in this style type, additions will appear in **this style type**, and deletions will appear in ~~this style type~~.

Additions: Whenever a new statutory provision is being enacted (or a new constitutional provision adopted), the text of the new provision will appear in **this style type**. Also, the word **NEW** will appear in that style type in the introductory clause of each SECTION that adds a new provision to the Indiana Code or the Indiana Constitution.

Conflict reconciliation: Text in a statute in *this style type* or ~~this style type~~ reconciles conflicts between statutes enacted by the 2002 Regular or Special Session of the General Assembly.

HOUSE BILL No. 1619

A BILL FOR AN ACT concerning labor and industrial safety.

Be it enacted by the General Assembly of the State of Indiana:

1 SECTION 1. [EFFECTIVE UPON PASSAGE] (a) As used in this
2 SECTION, "commissioner" refers to the commissioner of labor
3 appointed under IC 22-1-1-2.

4 (b) As used in this SECTION, "committee" refers to the equal
5 pay committee established by this SECTION.

6 (c) As used in this SECTION, "department" refers to the
7 department of labor established by IC 22-1-1-1.

8 (d) As used in this SECTION, "state labor federation" means an
9 organization that:

10 (1) is chartered by a federation of national or international
11 unions;

12 (2) admits local unions to membership; and

13 (3) exists primarily to carry out educational, legislative, and
14 coordinating activities.

15 (e) There is established the equal pay committee.

16 (f) The committee consists of the following members, whom the
17 commissioner shall appoint before September 1, 2003:

18 (1) Two (2) members representing business in Indiana, who



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1 must be appointed from individuals nominated by state
2 business organizations and business trade organizations.

3 (2) Two (2) members representing labor organizations, who
4 must be nominated by state labor federations.

5 (3) Two (2) members representing organizations whose
6 objectives include the elimination of pay disparities between
7 the sexes or between minorities and nonminorities, or both,
8 and that have undertaken:

9 (A) advocacy;

10 (B) educational initiatives; or

11 (C) legislative initiatives;

12 in pursuit of those objectives.

13 (4) Three (3) members representing:

14 (A) institutions of higher education; or

15 (B) research institutions;

16 who have experience or expertise in the collection and analysis
17 of data concerning pay disparities and whose research has
18 been used in efforts to promote the elimination of pay
19 disparities.

20 (g) The commissioner shall appoint one (1) of the members as
21 the chairperson of the committee.

22 (h) The department shall provide facilities and staff to carry out
23 the responsibilities of the committee.

24 (i) The expenses of the committee shall be paid from the
25 appropriations made to the department.

26 (j) Each member of the committee who is not a state employee
27 is not entitled to the minimum salary per diem provided by
28 IC 4-10-11-2.1(b). However, the member is entitled to
29 reimbursement for traveling expenses as provided under
30 IC 4-13-1-4 and other expenses actually incurred in connection
31 with the member's duties as provided in the state policies and
32 procedures established by the Indiana department of
33 administration and approved by the budget agency.

34 (k) Each member of the committee who is a state employee is
35 entitled to reimbursement for traveling expenses as provided under
36 IC 4-13-1-4 and other expenses actually incurred in connection
37 with the member's duties as provided in the state policies and
38 procedures established by the Indiana department of
39 administration and approved by the budget agency.

40 (l) The affirmative votes of a majority of the members
41 appointed to the committee are required for the committee to take
42 action on any measure.



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1 (m) The committee shall complete a study of:

2 (1) the extent of wage disparities, both in the public and
3 private sectors, between the sexes or between minorities and
4 nonminorities, or both;

5 (2) factors that cause or tend to cause pay disparities,
6 including:

7 (A) segregation between sexes or between minorities and
8 nonminorities, or both, across and within occupations;

9 (B) payment of lower wages for work in female dominated
10 occupations;

11 (C) child rearing responsibilities; and

12 (D) education and training;

13 (3) the consequences of any wage disparities on the economy
14 and upon affected families; and

15 (4) actions, including any proposed legislation, that are likely
16 to lead to the elimination and prevention of any wage
17 disparities.

18 (n) The committee shall make its report not later than August
19 31, 2004, to the commissioner, who shall transmit the report to the
20 governor.

21 (o) The report from the committee must include:

22 (1) the results of the study; and

23 (2) recommendations, legislative and otherwise, for the
24 elimination and prevention of any disparities in wages
25 between the sexes or between minorities and nonminorities, or
26 both.

27 (p) This SECTION expires December 31, 2004.

28 SECTION 2. An emergency is declared for this act.

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